

EEO Public File Report					
Cox Media Group - Athens Radio					
WGUA-AM, WGMG-FM, WNGC-FM, WPUP-FM, WRFC-AM, WXKT-FM					
EEO Public File Report Part 1					
Reporting Cycle: 12/01/2021 - 11/30/2022					
Full-Time Positions Filled					
Requisition	Date Opened	Start Date	Recruitment Source	Interviewed	Hired
2463 (Director, Branding and Programming)	10/22/2021	1/10/2022	Employee Referral	1	1
2940 (Director, Stations Operations)	1/28/2022	3/28/2022	Employee Referral	1	1
			Internal Employee	2	0
			NAB Leadership Training	1	0
3850 (Business Development Consultant)	7/14/2022	8/8/2022	LinkedIn	5	1
			Cox Media Group	2	0
3954-1 (Media Sales Consultant)	8/19/2022	10/10/2022	Indeed	3	1
			Cox Media Group	2	0
			LinkedIn	1	0

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EEO Public File Report Part 2				
Reporting Cycle: 12/01/2021 - 11/30/2022				
Recruitment Sources Used for All Openings				
No.	Recruitment Source	Contact	Entitled to Notification	# interviews
1	Directly sourced by CMG Recruiter	CMG Recruiter	N	
2	Indeed Internet - www.indeed.com	Internet Posting	N	3
3	LinkedIn Internet - www.linkedin.com	Internet Posting	N	6
4	Broadbean job distribution	CMG Recruiter	N	
5	Circa	State Job Boards/Diversity job boards Internet Posting	N	
6	ZipRecruiter Internet - www.ziprecruiter.com	Internet Posting	N	
7	Cox Media Group or CMG Employee Network	CMG career sites (internal/external)	N	4
8	Employee Referrals	CMG Employees	N	2
9	Internal Employees	CMG Employees	N	2
Recruitment Sources Used for Specific Vacancies				
10	National Association of Broadcasters Leadership Training Group 1 M Street SE, Washington, DC 20003 nabl@nab.org	NAB Leadership Training Participants	N	1

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EEO Public File Report Part 3

Reporting Cycle: 12/01/2021 - 11/30/2022

Longer-Term Recruiting Initiatives

No.	Date	Initiative	Description	Scope of Involvement	Personnel Involved
1	Ongoing	EDGEucate	24 x 7 on-line learning library providing resources for skills improvement, professional development, and develop professional skills and take targeted training	Career Development	Open to all CMG employees
2	7/5 - 9/23	College Intern Program	Hosted a paid college Intern from an area school over the course of the Summer semester to expose them to the broadcasting environment.	Internship Program	Steven Lang